

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**Veterans Health Administration**

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	FY 2005					
		2004	2003	2002	2001	2000
Number of Complaints Filed in FY 1614.704(a)	1903	2011	2232	2258	2147	2467
Number of Complainants 1614.704(b)	1749	1831	2003	2042	1718	2220
Repeat Filers 1614.704(c)	154	180	229	216	229	247

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Race	676	643	1013	806	1196	1304
Color	39	71	47	70	-	-
Religion	53	51	31	36	88	144
National Origin	124	96	177	80	98	233
Sex (including complaints filed under Equal Pay Act)	428	506	748	635	1121	1258
Disability	467	420	514	618	643	758
Age	373	471	340	280	240	327
Reprisal	635	688	711	740	1028	1055
Other	65	0	0	0	0	0

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29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data				
Complaints by Issue	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Appointment/Hire	60	100	56	77	166	199
Assignment of Duties	143	154	190	188	348	451
Awards	21	23	46	40	39	55
Conversion to Full-time	6	4	4	4	7	4
<b>Disciplinary Action</b>	<b>318</b>	<b>500</b>	<b>602</b>	<b>485</b>	<b>319</b>	<b>539</b>
Demotion	7	10	18	18	43	88
Reprimand	45	48	46	36	128	178
Suspension	80	86	103	87	116	159
Removal	85	181	325	301	32	0
Other	101	175	110	43	0	114
Duty Hours	51	60	72	63	100	123
Evaluation Appraisal	55	64	67	55	100	111
Examination/Test	5	6	12	11	23	18
<b>Harassment</b>	<b>701</b>	<b>1039</b>	<b>1462</b>	<b>1296</b>	<b>1403</b>	<b>1424</b>
Non-Sexual	648	994	1375	1208	1298	1349
Sexual	53	45	87	88	105	75
Medical Examination	6	1	5	5	19	0
Pay (Including Overtime)	83	51	57	73	27	19
Promotion/Non-Selection	382	619	742	692	925	1036
<b>Reassignment</b>	<b>84</b>	<b>85</b>	<b>131</b>	<b>117</b>	<b>116</b>	<b>140</b>
Denied	6	15	21	19	22	27
Directed	78	70	110	98	94	113
Reasonable Accommodation	110	82	132	145	90	58
Reinstatement	2	5	11	4	9	32
Retirement	31	12	22	24	18	0
Termination	138	5	0	47	227	268
Terms/Conditions of Employment	62	171	200	187	353	378
Time and Attendance	168	41	176	163	211	224
Training	54	66	62	51	156	147
Other	262	0	12	0	0	0

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		FY 2005		Previous Fiscal Year Data									
				Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
				2004		2003		2002		2001		2000	
All complaints pending in Investigative Stage	1614.704	1154	132.4	687	73	1049	130	1741	125	1095	152.6	1668	270
All complaints pending in Final Agency Action Stage	(f) (1)	641	78	584	399	236	418	253	349	369	288.6	327	330
All complaints pending in which Hearing was not requested	1614.704	641	238	554	313	NA	NA	NA	NA	NA	NA	NA	NA
	(f) (2)												
Time in Investigation Stage		<b>641</b>	<b>160</b>	554	226	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		<b>641</b>	<b>78*</b>	554	77*	NA	NA	NA	NA	NA	NA	NA	NA
All complaints pending in which a Hearing was requested	1614.704	513	168	492	238	NA	NA	NA	NA	NA	NA	NA	NA
	(f) (3)												
Time in Investigation Stage		513	160	492	221	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		<b>513</b>	<b>8</b>	492	17	485	19	448	20	419	19	267	21

\* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of **21** days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was **57** days.

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29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY 2005	Previous Fiscal Year Data					
		2004	2003	2002	2001	2000	
Total Complaints Dismissed by Agency	465	433	402	487	437	538	
Average days pending prior to dismissal	59	72.8	82.99	88.25	90.8	163.62	

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data									
<i>Total Final Agency Actions Finding Discrimination</i>	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	28		34		41		46		43		22	
Without Hearing 704(h)(2)	10		12	35%	10	24%	8	17%	16	37%	11	50%
With Hearing 704(h)(3)	18		22	65%	31	76%	38	83%	27	63%	11	50%

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29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	<b>34</b>		46		58		62		53		26	
<b>Number Findings Rendered Without Hearing 704(i)(2)</b>	<b>10</b>		13		17		9		17		12	
Race	0	0%	0	0%	2	3%	0	0%	3	6%	1	4%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Sex (include Equal Pay Act)	2	6%	2	4%	5	9%	2	3%	4	8%	1	4%
Disability	6	18%	7	15%	2	3%	4	6%	5	9%	5	19%
Age	0	0%	0	0%	2	3%	1	2%	1	2%	1	4%
Reprisal	2	6%	4	9%	3	5%	2	3%	4	8%	4	15%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	<b>34</b>		46		58		62		53		26	
<b>Number Findings Rendered After Hearing 704(i)(3)</b>	<b>24</b>		33		41		53		36		14	
Race	6	18%	10	22%	5	9%	12	19%	7	13%	3	12%
Color	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	1	2%	0	0%	0	0%	1	4%
National Origin	2	6%	1	2%	1	2%	3	5%	2	4%	0	0%
Sex (include Equal Pay Act)	5	15%	4	9%	12	21%	9	15%	10	19%	1	4%
Disability	2	6%	8	17%	8	14%	8	13%	5	9%	3	12%
Age		0%	2	4%	2	3%	4	6%	5	9%	2	8%
Reprisal	7	21%	8	17%	11	19%	17	27%	7	13%	4	15%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	<b>39</b>		<b>46</b>		<b>57</b>		<b>65</b>		<b>47</b>		<b>27</b>	
<b>Findings Without Hearing 704(j)(2)</b>	<b>13</b>		<b>14</b>		<b>19</b>		<b>12</b>		<b>18</b>		<b>14</b>	
Appointment/Hire	1	3%	1	2%	0	0%	0	0%	2	4%	0	0%
Assignment of Duties	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	1	3%	1	2%	2	4%	1	2%	0	0%	1	4%
Demotion	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	1	2%	1	2%	0	0%	1	4%
Suspension	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	1	3%	3	7%	5	9%	1	2%	4	9%	1	4%
Non-Sexual	0	0%	2	4%	4	7%	0	0%	1	2%	1	4%
Sexual	1	3%	1	2%	1	2%	1	2%	3	6%	0	0%
Medical Examination	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Promotion/Non-Selection	1	3%	0	0%	1	2%	2	3%	5	11%	5	19%
Reassignment	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	4	10%	2	4%	4	7%	3	5%	1	2%	3	11%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	3	8%	2	4%	2	4%	1	2%	1	2%	3	11%
Terms/Conditions of Employment	0	0%	1	2%	3	5%	3	5%	5	11%	1	4%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	3%	1	2%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	<b>39</b>		46		57		65		47		27	
<b>Findings After Hearing 704(j)(3)</b>	<b>26</b>		32		38		53		29		13	
Appointment/Hire	0	0%	1	2%	1	2%	1	2%	3	6%	1	4%
Assignment of Duties	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	2	5%	1	2%	2	4%	4	6%	0	0%	1	4%
Demotion	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	2%	1	2%	3	5%	0	0%	1	4%
Suspension	1	3%	1	2%	0	0%	1	2%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	5	13%	7	15%	9	16%	12	18%	6	13%	1	4%
Non-Sexual	4	10%	7	15%	7	12%	9	14%	3	6%	1	4%
Sexual	1	3%	0	0%	2	4%	3	5%	3	6%	0	0%
Medical Examination	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	7	12%	1	2%	1	2%	0	0%
Promotion/Non-Selection	4	10%	5	11%	9	16%	16	25%	8	17%	4	15%
Reassignment	1	3%	0	0%	0	0%	1	2%	0	0%	1	4%
Denied	0	0%	0	0%	0	0%	1	2%	0	0%	1	4%
Directed	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	2	5%	5	11%	5	9%	6	9%	3	6%	1	4%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	5	13%	2	4%	2	4%	2	3%	3	6%	1	4%
Terms/Conditions of Employment	0	0%	2	4%	1	2%	10	15%	5	11%	3	11%
Time and Attendance	4	10%	2	4%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	5	11%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
Complaints Pending From Previous Fiscal Years by Status	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Total complaints from previous Fiscal Years 704(k)(1)	641	899	3122	3995	4045	3974
Total Complainants 704(k)(2)	550	792	NA*	NA*	NA*	NA*
<b>Number complaints pending [as of 3/31]: 704(k)(3)</b>						
Investigation	6	7	1049	1741	1095	1688
ROI issued, pending Complainant's action	5	55	NA*	NA*	NA*	NA*
Hearing	528	696	1572	1619	1811	1696
Final Agency Action	102	141	236	253	369	327
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA*	NA*	NA*
*Do not track						



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29 CFR §1614.704(I)		29 CFR §1614.705 Comparative Data				
Complaint Investigations	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Number Pending Completion of Investigation	558	687	1049	1741	1095	1688
Pending Investigations Over Required Time Frames	39	15	NA*	NA*	NA*	NA*